

EXHIBIT 14 -12

From: Powers, Andrew C[/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=AFB7F7C935FE4FB4938203195698DFA-BDQS]
Sent: Wed 9/4/2019 2:42:07 PM Coordinated Universal Time
To: Jones MD, Ayanna[Ayanna.Jones@chevron.com]
Cc: Tse, Thalia[thaliatse@chevron.com]; Levy, Scott[ScottLevy@chevron.com]
Subject: Re: Rescinded Job Offer in Nigeria

09.17.24

Andrew Powers

12

Thank you Dr. Ayana.
Would be great if we can get some further justification and suggested response today.

Sent from my iPhone

On Sep 4, 2019, at 7:39 AM, Jones MD, Ayanna <Ayanna.Jones@chevron.com> wrote:

Hello Andrew,
The EEMEA Regional Medical Manager would be able to provide you with context on this case and appropriate response.

Regards,

Ayanna Jones, MD, MPH
Manager US Occupational and
Expatriate Health Services
Chevron Services Company
A Division of Chevron U.S.A. Inc.
TR & HM COE
Global Health and Medical
1400 Smith, #03196
Houston, TX 77002
Tel: (713)372-5921
Fax: (713)372-5941
Email: Ayanna.Jones@chevron.com

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From: Powers, Andrew C <Andrew.Powers@chevron.com>

Sent: Wednesday, September 04, 2019 9:33 AM

To: Jones MD, Ayanna <Ayanna.Jones@chevron.com>

Cc: Tse, Thalia <thaliatse@chevron.com>

Subject: Fwd: Rescinded Job Offer in Nigeria

Dr. Ayana,

Are you able to provide me with any context on the below and suggested response? Is this common to have conflicting views between someone's personal physician and Chevron Expat Medical?

If there is another resource you would suggest, could I please have their name?

Note that Mark finds this discriminatory in nature, however, this is hard to know with the limited information.

Kind Regards,

Andrew Powers

Sent from my iPhone

Begin forwarded message:

From: "Snookal, Mark" <Mark.Snookal@chevron.com>

Date: September 4, 2019 at 7:20:38 AM PDT

To: "Powers, Andrew C" <Andrew.Powers@chevron.com>

Cc: "Tse, Thalia" <thaliatse@chevron.com>, "Ruppert, Austin" <Austin.Ruppert@chevron.com>

Subject: Rescinded Job Offer in Nigeria

Andrew,

I am very disappointed in the decision by Chevron Medical to classify me as "unfit" for the Reliability Engineering Manager position at EGTL. I believe this decision was made based on a lack of understanding and stereotypical assumptions about my medical condition and is, therefore, discriminatory in nature. As my condition does not affect my ability to perform the job duties of that position, I require no ongoing care outside of annual monitoring, working in a remote location does not affect my condition, a complication from my condition would cause no harm to others, and I have no work restrictions from my physician this decision seems excessively paternalistic.

After the initial finding of "unfit," I appealed the decision, and Chevron Medical requested permission to contact the specialist who cares for me, and I agreed. That specialist sent an email to Chevron Medical, stating that my condition is stable and has been for three years and that the risk is "low." That same physician had earlier provided me with a letter stating that "it is safe for him [me] to work in Nigeria...His [my] condition is under good control, and no special treatment is needed." Which I provided to Chevron Medical before they made their initial determination of "unfit." Additionally, I passed all aspects of the regular examination, and the issue arises purely from a question about medical history.

Aside from my complaint of medical discrimination, where does their decision leave me? I spoke with the manager I would have reported to in Nigeria this morning, and they are rescinding the offer, but my position in El Segundo has already been filled.

Mark Snookal

CUSA000650

EXHIBIT 14-12-1

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IEA Reliability Team Lead
Chevron Products Company
El Segundo Refinery
324 W. El Segundo Blvd.
El Segundo, CA 90245
Tel 310.615.5208
Mobile 310.678.5914
Mark.Snookal@chevron.com